



STATEMENT

We, the undersigned businesses, stand with the millions of people in America who identify as transgender or gender non-binary, or who are intersex, and call for all such people to be treated with the respect and dignity everyone deserves.

We oppose any administrative and legislative efforts to erase transgender protections through reinterpretation of existing laws and regulations. We also fundamentally oppose any policy or regulation that violates the privacy rights of those that identify as transgender or gender non-binary, or who are intersex.

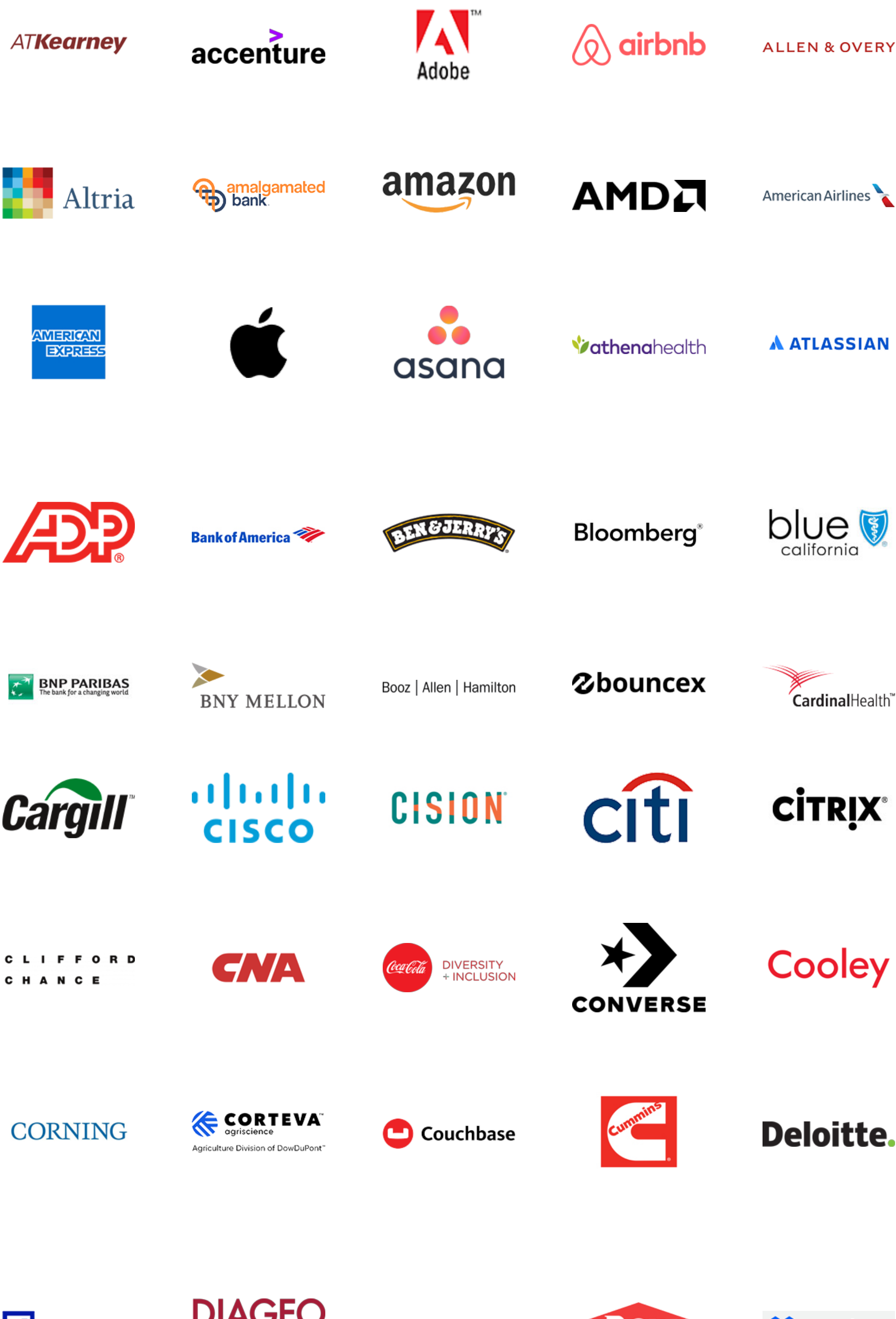
In the last two decades, dozens of federal courts have affirmed the rights and identities of transgender people. Cognizant of growing medical and scientific consensus, courts have recognized that policies that force people into a binary gender definition determined by birth anatomy fail to reflect the complex realities of gender identity and human biology.

Recognizing that diversity and inclusion are good for business, and that discrimination imposes enormous productivity costs (and exerts undue burdens), hundreds of companies, including the undersigned, have continued to expand inclusion for transgender people across corporate America. Currently more than 80 percent of the Fortune 500 have clear gender identity protections; two-thirds have transgender-inclusive healthcare coverage; hundreds have LGBTQ+ and Allies business resource groups and internal training efforts.

Transgender, gender non-binary, and intersex people are our beloved family members and friends, and our valued team members. What harms them harms our companies.

We call for respect and transparency in policy-making, and for equality under the law for transgender, gender non-binary, and intersex people.

LARGE ENTERPRISE BUSINESSES





Morgan Stanley

moz://a



Ogilvy

OmnicomGroup


OppenheimerFunds®
 The Right Way
 to Invest

ORACLE®



PERKINS+WILL

PERKINScoie
 COUNSEL TO GREAT COMPANIES

PROGRESSIVE®

Quantcast

REPLACEMENTS, LTD.

ROPES & GRAY



S&P Global

SheppardMullin

shutterstock®

SIEMENS
Ingenuity for life

splunk®

ThoughtWorks®

TiVO®






WARBY PARKER

Western Digital.



SMALL/MEDIUM BUSINESSES

- 143Social
- 7R Media & Expeditions
- AdRoll, Inc., dba AdRoll Group
- Agilian
- All Good Dog Food
- America Competes
- Aspen Skiing Company
- Atthis Arts
- Automattic
- Ballard Spahr LLP
- Bento Box Communications
- Betterment
- Big Cartel
- Bizzabo
- Brain+Trust Partners
- Branch Metrics
- Braze, Inc. (formerly Appboy)
- BumbleApps
- Callen-Lorde Community Health Center
- Chef Software
- CiesaBlend
- Civis Analytics
- Lansky Career Consultants
- Liberty Pediatrics, PLLC
- Lime
- Litmus Software, Inc.
- Lola.com
- Mango Digital, LLC
- MapAnything, Inc
- MediaMath
- Megawatt Analytics, LLC
- Michigan Aerospace Corporation
- MINDBODY
- Minted
- Mitosis Management
- Modern Columbus Realty
- Momentum Psychological Services, PLLC
- Nakanishi Research & Consulting LLC
- Nasty Pig
- National Diversity Council
- New Relic
- Newsela
- NightSHIFT Communicator’s Network
- Nuna

Cloudreach
Clover Health
Clutch
Collective Health
Combs Advisory Services
Complete Marketing Systems
Cruise
Cultivating Change Foundation
Dallas Voice
Dialog Group
DigitalOcean
Donatti Translation & Interpreting
Elettore
EnFocus Strategies
Epicodus
Experis Game Solutions
Fernandez & Company
Five North Chocolate
Foursquare
Freedom QA
GALA NTX
GitLab
Grand Rounds, Inc
Greater Houston LGBT Chamber of Commerce
Greater Seattle Business Association
Handshake
Headspace
Heart and Soul Counseling, LCSW, PC
Hootsuite
Hustle
Innocenti Jones PLLC
Integral Ad Science
Intersection
Karma+
Lab Monkey Communications

Oregon Health & Science University (OHSU)
OutSmart Magazine
Owkin
Patreon
Peloton
Philadelphia Gay Men’s Chorus
Pivotal
Purism
Rathman Consulting & Coaching, Inc.
RepCap
Rhodes Perry Consulting, LLC
Rudner Law Offices
Safe Connections
Sellmax
Shift Technologies, Inc.
Signal Digital, Inc.
Slalom
SmithGroup
Sprout Social
Storganise
Strava
Studio 5 – Learning + Development, LLC
SweetRush Inc
Table XI
Taskrabbitt
Texas Competes Action
The Ally Coalition
The Equality Institute
Transgender Resource Center of Long Island
TripActions
TripAdvisor
Twilio
Ultimate Software
Witeck Communications, Inc.
Workshop 3D, LLC

SUPPORTING ORGANIZATIONS



STAND FOR TRANSGENDER EQUALITY

Name

Company Name

Title

Email

SUBMIT

RESOURCES

Download additional background information, including the launch press release and Out Leadership's Guidelines for Corporate Engagement on LGBT+ Issues

PRESS RELEASE

ENGAGEMENT GUIDELINES